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Industrial Disputes, Australia

The number of disputes (strikes or lockouts), employees involved and working days lost; cause of dispute; duration; and the reason work resumed

Reference period December 2025

Released 11/03/2026

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Key statistics

In the December quarter 2025, there were:

- 77 disputes, 10 less than the previous quarter.
- 49,500 employees involved, an increase from 41,800 in the previous quarter.
- 69,600 working days lost, an increase from 54,600 in the previous quarter.
- Disputes occurred in eight industries and in eight states and territories.

Key statistics

		Quarter		Year ended	
		September Quarter 2025	December Quarter 2025	December Quarter 2024	December Quarter 2025
Number of disputes (no.)					
	New	74	56	182	203
	Total	87	77	194	213
Employees involved ('000)					
	New	40.5	46.9	86.9	111.1
	Total	41.8	49.5	89.1	112.5
Working days lost ('000)		54.6	69.6	139.1	166.7

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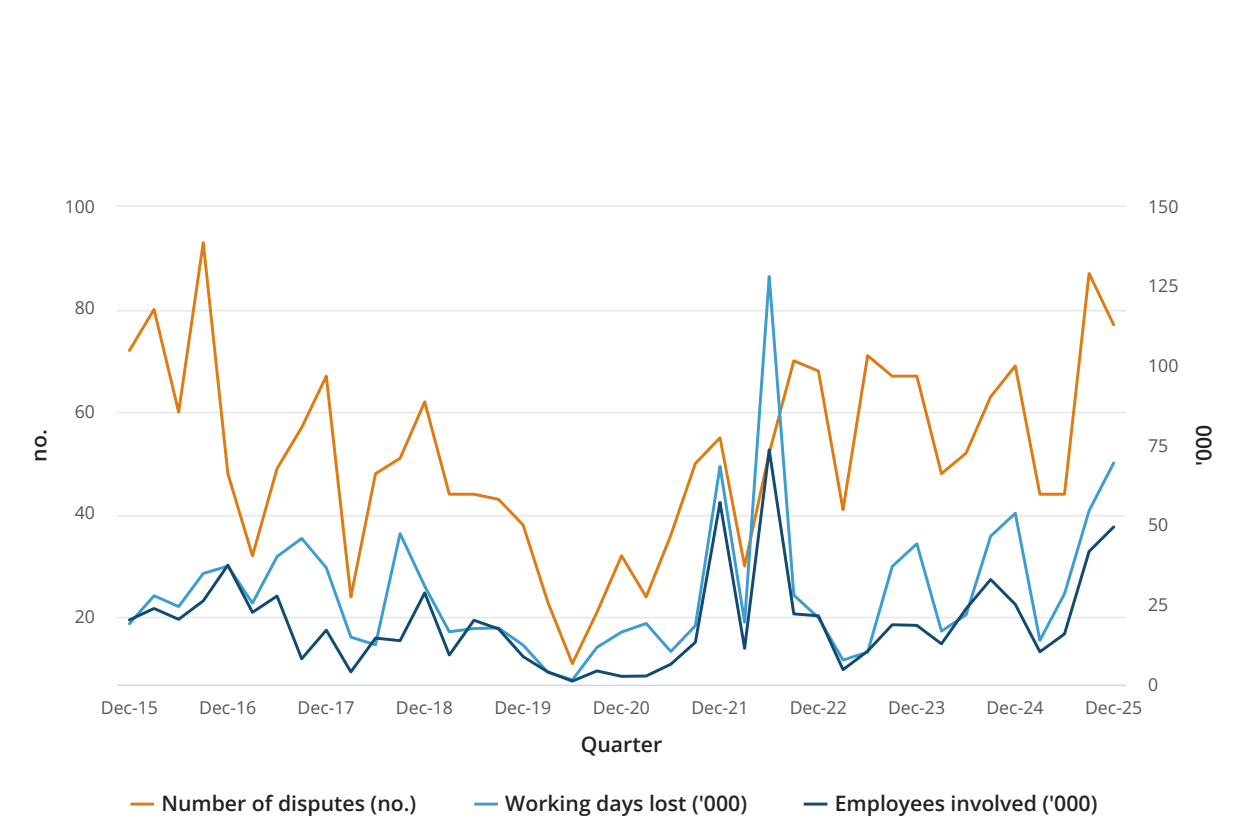
Industrial disputes over time

Industrial disputes which occurred during the quarter

	Number of disputes		Employees involved		Working days lost
	New (no.)	Total (no.)	New ('000)	Total ('000)	('000)
December Quarter 2023	47	67	14.3	18.6	44.2
March Quarter 2024	36	48	10.6	12.8	16.8
June Quarter 2024	43	52	23.6	23.8	21.9
September Quarter 2024	54	63	30.9	33.0	46.6
December Quarter 2024	49	69	21.7	25.2	53.8
March Quarter 2025	34	44	8.9	10.3	13.9
June Quarter 2025	39	44	14.7	15.9	28.5
September Quarter 2025	74	87	40.5	41.8	54.6r
December Quarter 2025	56	77	46.9	49.5	69.6

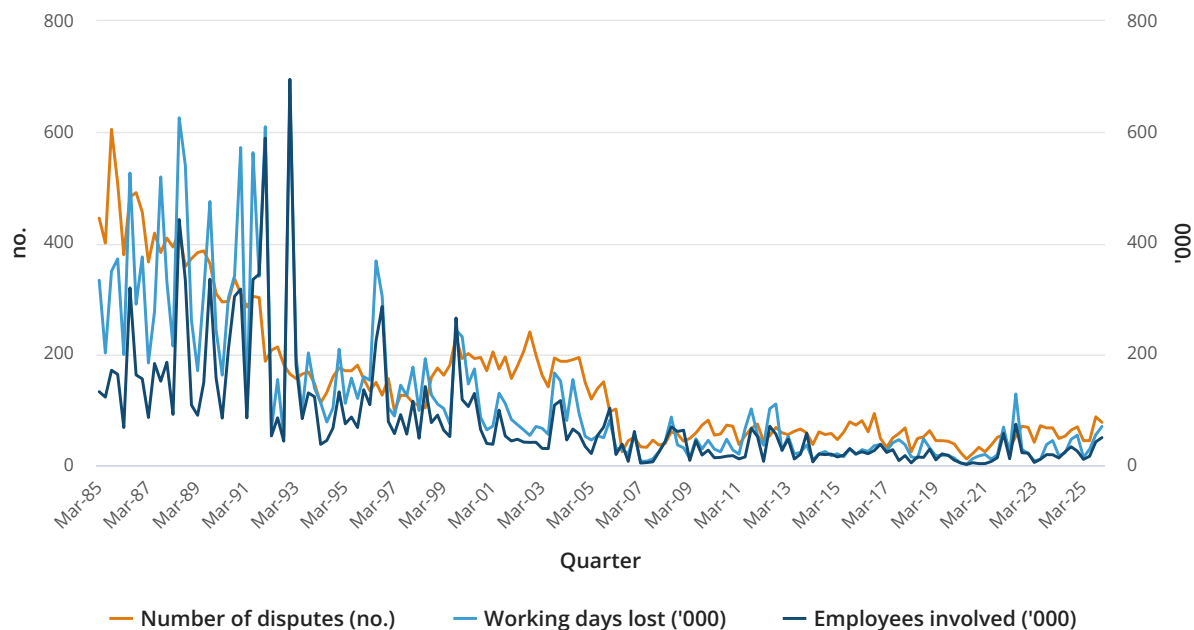
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Industrial disputes in the last 10 years, Australia



Note - September 2025 Working days lost revised.

Industrial disputes historical series, Australia



Note - September 2025 Working days lost revised.

Industry

In the December quarter, disputes occurred in all eight industries.

Industrial disputes which occurred during the quarter, industry

	September Quarter 2025		December Quarter 2025	
	Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
Mining				
Coal mining	np	np	np	np
Other mining	-	-	-	0.1
Manufacturing				
Metal product etc (a)	2.8	9.5	3.1	10.6
Other manufacturing	np	np	1.7	3.3
Construction	9.6	8.7	3.8	3.4
Transport, postal & warehousing	2.9r	4.5r	3.4	5.3
Education & training; Health care & social assistance	np	np	np	np
Other industries (a)	2.7	0.4	16.4	2.3
All industries	54.6r	4.1r	69.6	5.2

(a) see Glossary - [Industry \(/methodologies/industrial-disputes-australia-methodology/Dec-2025#glossary\)](#)- for details of industries included

(-) nil or rounded to zero (including null cells)

(np) not available for publication but included in totals where applicable, unless otherwise indicated

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States and territories

Disputes occurred in all states and territories during the December quarter.

Industrial disputes which occurred during the quarter, states and territories

	September Quarter 2025		December Quarter 2025	
	Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
New South Wales	9.6	2.4	11.7	2.8
Victoria	6.3	1.8	6.1	1.7
Queensland	np	np	np	np
South Australia	np	np	12.9	14.2
Western Australia	2.5r	1.7r	np	np
Tasmania	0.1	0.5	np	np
Northern Territory	np	np	np	np
Australian Capital Territory	-	-	0.1	0.3
Australia	54.6r	4.1r	69.6	5.2

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Cause of dispute

Most industrial disputes are Enterprise Bargaining (EB) related. Over the past 10 years, disputes over employment conditions have generally been the most prevalent.

EB related issues were the cause of 95% of disputes (63 of 66) which ended in the September quarter 2025.

Cause of dispute for disputes which ended during the quarter

	June Quarter 2025			September Quarter 2025		
	Number of disputes (no.)	Employee s involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employee s involved ('000)	Working days lost ('000)
Enterprise Bargaining related						
Remuneration	8	np	np	28	34.6	40.5
Employment conditions	16	2.2	5.6	35	np	np
Other	-	-	-	-	-	-
Non-Enterprise Bargaining related						
Remuneration	-	-	-	-	-	-
Employment conditions	-	-	-	-	-	-
Health and safety	4	np	np	2	-	0.1
Job security	1	-	-	-	-	-
Managerial policy	-	-	-	1	np	np
Union issues	-	-	-	-	-	-
Other	2	4.4	7.8	-	-	-
Total	31	13.7	23.1	66	39.0	51.6

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Working days lost

Working days lost is a measure of the length of a dispute, relative to the number of employees involved.

Of the 66 disputes which ended in the September quarter, 26 disputes (39%) were "Up to and including 1 day".

Working days lost for disputes which ended during the quarter

	June Quarter 2025			September Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Up to and including 1 day	13	4.3	2.6	26	np	np
Over 1 day and up to including 2 days	6	8.2	15.1	13	1.0	1.5
Over 2 and less than 5 days	11	1.3	4.8	13	1.6	5.1
5 and less than 10 days	1	0.1	0.6	9	1.0	6.7
10 days and over	-	-	-	5	np	np
Total	31	13.7	23.1	66	39.0	51.6

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Reason work resumed

The reason work resumed relates to the last day of action taken. Resumption of work can occur without resolution to the issues that triggered the dispute.

There was a pre-determined return to work for 91% of disputes (60 of 66) which ended in the September quarter 2025.

Reason work resumed for disputes which ended during the quarter

	June Quarter 2025			September Quarter 2025		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Negotiation without intervention of a third party	1	0.1	0.1	3	np	np
State legislation	-	-	-	1	np	np
Federal legislation	1	-	-	-	-	-
Pre-determined return to work	28	13.3	22.9	60	38.6	47.3
Resumption without negotiation	1	0.4	0.2	2	np	np
Mediation	-	-	-	-	-	-
Other reasons	-	-	-	-	-	-
Total	31	13.7	23.1	66	39.0	51.6

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Data downloads

Time Series Spreadsheets

[Download all \(499.83 KB\)](#)

Table 1: Industrial disputes which occurred during the period

[Download XLSX](#)
[59.03 KB]

Table 2a: Industrial disputes which occurred during the period, working days lost, industry

[Download XLSX](#)
[55.07 KB]

Table 2b: Industrial disputes which occurred during the period, working days lost per thousand employees, industry

[Download XLSX](#)
[54.75 KB]

Table 3a: Industrial disputes which occurred during the period, working days lost, states and territories

[Download XLSX](#)
[64.39 KB]

Table 3b: Industrial disputes which occurred during the period, working days lost per thousand

employees, states and territories

↓ [Download XLSX](#)

[63.11 KB]

Table 4a: Industrial disputes which ended during the period, cause of dispute

↓ [Download XLSX](#)

[98.44 KB]

Table 4b: Industrial disputes which ended during the period, working days lost per employee involved

↓ [Download XLSX](#)

[64.58 KB]

Table 4c: Industrial disputes which ended during the period, reason work resumed

↓ [Download XLSX](#)

[83.46 KB]

Revisions

Revisions have been made to the September quarter 2025 data. Data items affected are Working days lost, and Working days lost per '000 employees. These revisions are noted in the tables and time series spreadsheets in this publication.

Enquiries

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Previous catalogue number

This release previously used catalogue number 6321.0.55.001.

Methodology

[Industrial Disputes, Australia methodology, December 2025](#)